

deciphər

Diversity, Equity and Inclusion

Te Kanorau, te Mana Ōrite, me te Kotahitanga

Like many businesses, Decipher Group is committed to taking bold and decisive action to promote diverse and inclusive workplaces, and not just because of the positive impact on business performance, but because it is the right thing to do. Take a closer look at the foundation of our diversity, equity and inclusion journey.

Our DE&I Statement

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future. Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

Key Terms

Diversity: Characteristics that make individuals unique.

Equity: Enabling all people to reach their full potential.

Inclusion: An environment where everyone is welcomed, respected, and encouraged to contribute.

Te Kanorau: Ngā āhuetanga e ahurei ai te tangata.

Mana Ōrite: Te whaiwāhi a te tangata kia ekea te puhikaioreore.

Te Kotahitanga: He wāhi e rāhiritia ana, e whakautengia ana, e ākina ana te katoa kia tuari mai.

The 'Why'

Futureproof your organisation!

- You are doing the **right thing**
- Your diversity **enhances your performance**
- Use it as a **tool for success**

Whakaritea te anamata o tō umanga!

- E **mahi tika** ana koe
- Mā tō kanorau **āu mahi e whanake**
- He **taputapu e angitu ai**



Our DE&I Framework for Success

SOCIAL OUTCOMES

Ngā hua ā-pāpori

Doing the right thing

Te mahi tika

Social Equity

Mana ōrite ā-pāpori

Your organisation integrates minorities and vulnerable groups, making it possible to design and deliver strategies to address historical inequalities.

Co-production

Mahi tahi

The communities you serve are more ready to collaborate and participate in your initiatives because they feel represented.

Social Cohesion

Te tapatahi ā-pāpori

You bring traditionally excluded groups to the decision-making table, and contribute to societal harmony by doing so.

PRODUCTIVITY OUTCOMES

Ngā hua whakaputanga

Doing the smart thing

Te mahi atamai

Motivational

Whakahihiko

Your inclusive culture boosts morale and engagement for all your employees with benefits to productivity and lower staff turnover.

Innovation and Creativity

Auahatanga

You bring heterogenous minds and stories to the design and operation of the organisation's purpose. Diversity encourages creativity and fosters an innovative organisational spirit through openness and inclusiveness.

Team Performance

Te mahi ā-tīma

Your team's diverse views leads to stronger problem solving and decision making.

PROSPECTIVITY OUTCOMES

Ngā hua anamata

Doing the sensible thing

Te mahi whaitake

Proactive Planning

Maheretanga anamata

By managing diversity well and strategically developing your inclusive culture, your organisation has the required tools to 'prospect' for opportunities that deliver its purpose. You therefore plan better, grow your services correctly and can anticipate barriers and operational difficulties before they arise, using demographic projections to drive representation in your workforce and anticipate customer issues and opportunities.

Inclusion

Te kotahitanga

For diversity to grow and reach its full potential, inclusive management is a quintessential requisite.